

# ARBITRATOR'S PERSONAL DATA SHEET

**JAMES H. NYBO, P.O. Box 1687, Helena, MT 59624-1687**  
Phone (406) 442-9873 Fax (406) 449-4831 e-mail jnybo@initco.net

## Education

Montana State University, Bozeman, MT B.S. Economics, 1968  
Montana State University, Bozeman, MT M.S. Agricultural Economics, 1971

## Professional Listings/Certifications

Montana Board of Personnel Appeals--Arbitrator and Factfinder, 1977  
Federal Mediation and Conciliation Service--Roster of Arbitrators, 1981  
American Arbitration Association--Labor Panel, 1982  
Special Education Due Process Hearings Officer, MT Office of Public Instruction, 1989  
Special Education Mediator, MT Office of Public Instruction, 1991  
Certified Mediator, Atlanta Justice Center, March 1991

## Current and Previous Positions

Arbitrator, Factfinder and Mediator	1977-present
Conservation Analyst, NW Power Planning Council	1992-1996
Consulting Energy Economist (non-labor related)	1987-present
Public Liaison, NW Power Planning Council	1982-1987
Consulting Energy Economist (non-labor related)	1977-1982
Elected City Commissioner, City of Helena, MT	1977-1981
Energy Research Coordinator, Lt. Gov's Office, Helena, MT	1975-1976
Resource Economist, MT Dept. of Natural Resources, Helena, MT	1970-1975

## Summary of Experience as a Neutral

Private Sector Arbitration - Industries: chemical, construction, telecommunications, health care, buslines, railroad, retail food, hotel. Issues: interest, discharge, discipline, contract language interpretation, partnership dissolution (non-labor).

Public Sector Arbitration - state, school district, city, county, federal. Issues: discharge, discipline, contract language interpretation, agency fee determination.

Public Sector Factfinding - school district, city, county. Issues: wages, contract language, other interest issues.

## Relevant Academic or Professional Work

"Professional Development Program for Factfinders in the State of Montana," Faculty from Cornell University and the N.Y. P.E.R.B., 1977

"Labor Arbitration Seminar for Third Party Neutrals," U.S. Dept. of Labor, 1979

"Collective Bargaining Institute," Montana Joint University MPA Program, 1977

"Factfinding Workshop," MT Board of Personnel Appeals, 1982

"Seattle Arbitration Conference," various years

Montana Arbitrators Association Annual Conferences, various years

"Commercial Arbitrator Development and Training Seminar," American Arbitration Association, Portland, OR, 1983

Mediator Training for NW Regional Transmission Association, Portland, OR, 1996

Extensive experience in examining energy and natural resources in the Montana economy and electrical power system issues in the Pacific Northwest

## Fees

\$450 per six hour day or \$75 per hour plus expenses. Travel time at one-half hourly rate. Docket fee, \$75. Cancellation/postponement charge after hearing has been set: one day's fee for each day cancelled or postponed if less than 14 days notice, no charge if more than 14 days notice.

## Other

Montana Arbitrators Association (MAA) President, 1981-82-83 and 1985-86-87. Extensive personal library plus convenient access to the Montana Supreme Court Law Library and the materials collection of the Montana Board of Personnel Appeals.